

Health and Welfare

The City provides an annual allotment of \$11,848 (\$493.67 biweekly) for Middle Management/Professional employees to use toward the purchase of benefits available under the City’s IRS Section 125 Cafeteria Benefits Plan (Flex Plan).

From this allotment employees must choose coverage for themselves under one of the health plans offered by the City. With the remaining money, employees may elect: health coverage for their dependents, dental coverage for themselves and their dependents, set aside funds in a flexible spending account (FSA) for reimbursement of eligible health or dependent care expenses, or place it in a taxable cash option.

HEALTH PLANS AND RETIREE HEALTH

The City currently offers the Kaiser and Aetna HMO plans and the Aetna PPO plan to its active employees and their dependents through its Flex Plan. Health coverage is effective on your date of hire. Individuals retiring from the City may choose to continue participating in the City’s health plans at their own cost.

DENTAL INSURANCE

The City currently offers the Aetna Dental DMO (pre-paid) and Aetna Dental PPO Plans. Coverage is effective on your date of hire.

VISION INSURANCE

The City currently offers the MES Vision plan. Coverage is effective on your date of hire.

FLEXIBLE SPENDING ACCOUNTS (FSAs)

The City offers both health and dependent/child care FSAs. FSAs may be funded by your Flex Plan allotment and/or payroll deductions. The maximum annual payroll deduction Health FSA is \$5,000. Dependent/Child Care FSAs are limited to \$5,000 from all sources.

LIFE INSURANCE

The City provides Middle Managers/Professionals with a \$50,000 Group Term Life and Accidental Death and Dismemberment policy. In addition to the basic life insurance provided by the City, employees may purchase Optional coverage in multiples of \$10,000, up to a maximum of \$550,000 or four times their annual salary, whichever is less. Coverage for your spouse or same sex domestic partner is available in \$10,000 increments up to the lesser of \$100,000 and 50% of your coverage, as long as you purchase Optional coverage for yourself.

SHORT/LONG-TERM DISABILITY (STD/LTD) INSURANCE

The City provides employees with Short Term and Long Term Disability insurance. If you are disabled according to the policy’s definition of disability, you may be eligible to receive a benefit based upon 60% of your basic earnings up to a maximum of \$1,732 per week. Benefits would begin after an “Elimination Period” of 30 days for an accident or sickness and would be paid for as long as you continue to meet the policy’s definition of disability. STD benefits are payable for up to nine weeks. After nine weeks, coverage transitions to LTD. LTD benefit is 60% of your monthly earnings to a maximum of \$7,500 per month. LTD benefits duration is based on your age when the disability occurs up to age 65 but not less than five years.

Retirement

BASIC RETIREMENT

The City contracts with CalPERS for the provisions of its retirement benefits.

Tier 1 Retirement	Local Miscellaneous 3% @ 60	Employee Deduction: 8%
Tier 2 Retirement *	Local Miscellaneous 2% @ 60	Employee Deduction: 7%
* Employees hired after adoption of contract amendment TBD		

Employees may retire when they reach 50 years of age with five years of CalPERS service credit. Following is a summary of the CalPERS contract provisions:

- One Year Final Compensation (Tier 1)
  - Three Year Final Compensation (Tier 2)
  - 1959 Survivor Benefit -Level 4
  - Post Retirement Survivor’s Continuance
  - Retired Death Benefit \$5,000
- Employer Paid Member Contributions Reported as Earnings (Tier 1)
  - Military Service Credit as Public Service
  - Credit for Unused Sick Leave
  - Social Security Coverage-No

457 DEFERRED COMPENSATION

The City offers 457 plans through ICMA and Nationwide. These accounts are voluntary and are employee funded.

Vacations, Holidays and Leaves

VACATION

Middle Managers/Professionals will be credited vacation hours on a biweekly basis and shall accrue the following:

- 10 days (0 - 4 years of service)
- 15 days (5 - 9 years of service)
- 20 days (10 - 14 years of service)
- 25 days (15+ years of service)

The maximum accrual is three times the annual accrual. Employees who have completed at least five (5) years of service have the option of selling a total of 80 hours of vacation per fiscal year back to the City, two times per fiscal year in 40-hour increments.

MANAGEMENT LEAVE

Middle Managers/Professionals receive 88 hours per fiscal year. Hours are credited at the beginning of each fiscal year and must be used prior to June 30. Hours are pro-rated based on start date.

SICK LEAVE

Middle Managers/Professionals accrue 96 hours per year at a rate of 3.69 hours per pay period. If during a fiscal year in which the employee was employed as of July 1, they use 32 hours or less of sick leave, they may convert to cash 25% of the remaining fiscal year's accrual.

HARD HOLIDAYS

The City is closed and employees receive compensation for the following holidays:

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|-------------------------------|---|
| • New Year's Day - January 1  | • Martin Luther King, Jr. Day - Third Monday in January |
| • Cesar Chavez Day - March 31 | • Memorial Day - Last Monday in May                     |
| • Independence Day - July 4   | • Labor Day - First Monday in September                 |
| • Veterans Day - November 11  | • Thanksgiving Day - Fourth Thursday in November        |
| • Day after Thanksgiving      | • Christmas - December 25                               |

FLOATING HOLIDAYS

Employees are credited with 24 hours each fiscal year for the following three floating holidays:

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| • Lincoln's Birthday - February 12 | • Washington's Birthday - Third Monday in February |
| • Admission Day - September 9      |  |

WORK FURLOUGH

Employees may elect 40 hours credit to their voluntary work furlough leave bank every fiscal year. There will be a deduction of 1.92% from the employee's gross wages every pay period to pay for the furlough. Furlough hours will be available for employees to use throughout the fiscal year and must be exhausted by June 30 of each year. Any remaining balance by the end of the fiscal year will be forfeited.

LEAVE BALANCE PAYOFF AT TERMINATION

All vacation and accrued floating holidays are paid in a lump sum payment upon termination. Sick leave balances will not be paid upon termination. If the employee retires from the City within four months of separation from employment, he/she may convert unused sick leave to additional CalPERS service credit at the rate of 0.004 year of service credit for each day of unused sick leave.

Other Benefits

MILEAGE REIMBURSEMENT

Middle Managers/Professionals shall be entitled to mileage reimbursement when required to use their private automobile for authorized City business.

SPECIAL ASSIGNMENT

Middle Managers/Professionals may receive up to 10% additional compensation when assigned by the City Manager to a special project.

UNIFORM ALLOWANCE AND EDUCATIONAL DIFFERENTIALS

Sworn public safety Middle Managers will be provided with uniform allowance and educational differentials as specified in the applicable public safety Memorandum of Understanding.

OUT OF CLASS ASSIGNMENT

Middle Managers/Professionals may receive 5% - 20% Out of Class pay in the event that they are assigned duties of a higher level classification for a period of time more than 10 consecutive days.

PROFESSIONAL ENRICHMENT

Middle Managers/Professionals may use up to a maximum of \$1,000 per fiscal year to pay for education, conferences and training. This benefit is not available until further notice.

BILINGUAL PAY

Upon recommendation of the Department Head, approval of the Director of Human Resources and successful completion of a bilingual performance evaluation, a Middle Manager/Professional will receive \$100 per month in addition to his/her regular pay on the condition that bilingual skills are continuously utilized in the performance of his/her duties.

Information contained herein is for informational purposes only. If there is conflicting information, the employee's Memorandum of Understanding and/or Civil Service Rules will prevail.